

Central Intelligence Agency



Washington, D.C. 20505

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22 MAY 1987

OCA 87-2216

The Honorable Louis Stokes, Chairman
Permanent Select Committee on Intelligence
House of Representatives
Washington, D.C. 20515

Dear Mr. Chairman:

This is in response to your letter of 8 May 1987 concerning General Services Administration (GSA) Federal Protective Officers (FPOs) and the CIA's Security Protective Service (SPS). Let me begin by answering briefly the specific questions contained in your letter:

- ° As of 10 May 1984, [] FPOs, [] of whom were minorities, were assigned to the Agency.
- ° To date, 11 FPOs, six of whom are minorities, have applied for SPS positions.
- ° As of 8 May 1987, the Agency has hired four FPOs, three of whom are minorities. Five other FPOs, three of whom are minorities, are in process for employment.

In addition, you might be interested in our experiences with this program to date:

- ° At the start of the SPS recruitment program, we notified all FPOs assigned to CIA facilities that we were recruiting for the SPS. They were afforded special briefings on the program in the CIA auditorium. We provided incentives in the form of a waiver of Federal Law Enforcement Training Center (FLETC) training if the individual had Federal Protective Service (FPS) refresher training within the past five years. We also waived for FPOs the minimum Agency qualifying score on our standard clerical/technical employee aptitude test (SET). Three of the four former FPOs now in the SPS ranks were hired during this initial period, prior to

October 1985. All four received starting pay comparable to that which they had been receiving in the FPS.

- Very early in the SPS program we learned that GSA, which was operating at about 65 percent of its FPO strength, would not be able to replace FPOs in CIA buildings who left their service to join the SPS. Due to the fact that the Special Protective Officers (SPOs) could be assigned only to certain facilities at that time, we were left with an unfillable vacancy each time an FPO departed from a facility which could not be covered by the SPS. By agreement with GSA, Agency managers refrained from active recruiting of FPOs at that time. We did not decline to accept applications from FPOs, but the only preferential treatment afforded FPOs between October 1985 and November 1986 was the waiver of FLETC training and SET scores.
- Prior to October 1985, SPO starting salaries were determined by what was asked for by the applicant and the applicant's credentials. We learned that other services, such as the Secret Service Uniformed Division and the Capitol Hill Police, had set uniform entry salary levels which served them well. Therefore, we set a uniform maximum entry level of GS-06, Step 1, effective in October 1985. All SPOs hired between October 1985 and April 1987 were at the GS-06, Step 1 level.
- While uniform entry-level pay was fair in the sense that it was uniformly applied, the fact of the matter is that our starting salary of GS-06, Step 1, represented a pay cut for most FPOs who, although they were GS-04s and GS-05s, were at step levels which afforded them higher pay. The thought of a pay cut was surely a disincentive to many FPOs. After our initial efforts to recruit SPOs from the local areas had failed to produce a sufficient number of applicants, we began to recruit more widely throughout the Continental U.S.

In November 1986, we reached agreement on completing the FPO/SPS transition with the FPS and obtained its agreement to resume active recruitment of FPOs. We subsequently sent about recruitment letters to FPOs and distributed an equal number

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of recruitment brochures. We are giving all FPO applications priority handling. In addition, in April 1987, we raised the entry-level SPS salary to a negotiable range from \$20,378 to \$26,435, depending on qualifications, to be more competitive with local police organizations. We hope these steps will increase our success in hiring FPOs for the SPS.

The bottom line is that we have not been successful in recruiting a significant number of FPOs for the SPS thus far. Although there are many reasons for this situation, as described earlier, one principal reason is that we were simply not active enough in recruiting FPOs from the start. I assure you that since last November we have worked to correct this deficiency and will redouble our efforts to ensure that the FPOs assigned to CIA receive the hiring preference which Congress expects.

Sincerely,

/s/ Robert M. Gates

Robert M. Gates
Acting Director of Central Intelligence

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